

Transformed Theater Level Human Resources (HR) Operations Conference



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PURPOSE

Discuss HR support issues experienced by Theater HR professionals and mobilized Army National Guard Soldiers (ARNG) serving in all existing Contingency Operations.

Provide insight for Active and Army Reserve Component leaders who have not had previous exposure to Guard specific HR requirements necessary to support these warriors in the Global War on Terrorism (GWOT).



NGB-ARH THEATER MISSION STATEMENT

Provide liaison support between the Active Army, Army Reserve and the States, Territories, and District of Columbia for mobilized ARNG units and Soldiers as it pertains to personnel management issues.



REFERENCES

- **DA PPG** for Contingency Operations in Support of GWOT
- **FM 1-0:** Human Resources Support
- **AR 135-210:** Order to Active Duty as Individuals for Other than a Presidential Selected
- **AR 600-8-111:** Replacement Operations
- **AR 614-30:** Overseas Service
- **AR 614-200:** Enlisted Assignments and Utilization Management
- **ALARACT 100/2005:** Army Personnel Replacement Operations for OIF and OEF
- **ALARACT 102/2005:** Implementing Instructions for Army Personnel Replacement Operations for OIF and OEF
- **NGB-ARH Policy Repository**
- **HRC Websites**



AGENDA

- **ARNG Theater Strength Accounting and HR Support Missions**
 - **Absent Without Leave (AWOL)**
 - **Dropped From The Rolls (DFR)**
 - **Line of Duty Investigations (LODI)**
 - **Replacement Operations**
 - **Awards Processes**
- **ARNG Soldiers remaining in Theater Beyond Mobilization**
 - **Voluntary Extensions Beyond Mobilization Authority for ARNG Soldiers**
 - **Contingency Active Duty Operational Support Orders (CO-ADOS formerly COTTAD)**



AGENDA

(cont)

- **Release from Active Duty (REFRAD)**
 - **Demobilization Actions**
 - **Enlistment of Mobilized ARNG Soldiers into the Regular Army**
 - **ARNG Officer and Non-Commissioned Officer Evaluation Reports**
 - **ARNG Officer, Warrant Officer, and Enlisted Promotions**
 - **Summary and Points of Contact**
 - **Questions**
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Theater Strength Accounting and HR Support Missions



Absent Without Leave (AWOL)

- **Issue: ARNG Soldiers in an AWOL status continue to receive pay and appear Present for Duty in the Deployed Theater Accounting System.**
- **Recommended Solution: Process Soldier IAW AR 600-30 using DA Form 4187 to reflect the first day the Soldier went into an AWOL status. The execution of this personnel action must be coordinated through Theater Personnel and Finance Commands to insure accurate personnel accountability and timely finance actions. Notify NGB-ARH of the action for coordination with the Soldier's State.**



Dropped from the Rolls (DFR)

- **Issue:** ARNG Soldiers who exceed 30 days in an AWOL status are not fully processed to DFR status by the Theater Chain of Command. In many cases, Soldiers continue to receive pay and allowances. The losing theater unit cannot request a replacement and the Soldier's home station does not receive notification.
- **Recommended Solution:** Theater Chain of Command submits DA Forms 4187, DA Form 458 (Charge Sheet), and DD Form 553 (Deserter/Absentee Wanted by the Armed Forces), IAW AR 630-10 to NGB-ARH within 10 days from the date the Soldier was DFR and forward the completed DFR packet to NGB-ARH for processing.



Line of Duty Investigations (LODI)

- **Issue: Injured ARNG Soldiers depart theater without an approved LODI.**
- **Concern: Soldiers have difficulty obtaining full benefits of the military health care system which can delay or eliminate the potential of returning the Soldier to a deployable status.**
- **Recommended Solution: Complete LODI on all ARNG Soldiers (other than combat injuries) prior to their departure from theater. Notify NGB-ARH of those LODI that cannot be completed before the Soldier departs theater.**



Replacement Operations

The ARNG executes two programs to provide replacements:

- **Push**: Obtain replacements in high density Military Occupational Specialties (MOS). The U.S. Army Human Resources Command-Alexandria (HRC-A) is responsible for the planning, synchronization, and execution of this program.
 - **Pull**: Obtain low density MOS replacements. This can also supplement Push Program. Theater Personnel Command and HRC-A coordinates request actions.
 - Replacements are required to receive 30 days notification (at a minimum) and orders to designated CRC.
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Award Processes

- **Issue: ARNG Soldiers do not always receive their awards before departing theater, once demobilized and returned to the control of the State, it is difficult for their peace-time Chain of Command to process combat awards.**
- **Recommended Solutions:**
 - 1. Complete all awards while unit is deployed.**
 - 2. If award cannot be completed in theater insure departing ARNG units possess a copy of the full awards documentation.**



ARNG Soldiers remaining in Theater Beyond Mobilization

- Voluntary Extensions Beyond Mobilization Authority**
- Contingency Active Duty Operational Support Orders (CO-ADOS)**



Voluntary Extensions Beyond Mobilization Authority

- If an ARNG Soldier, whose current unit is demobilizing, volunteers to stay as a replacement, the redeploying commander must approve the action by signing the Soldier's DA Form 4187 (State TAG approval is required).
- The servicing G1 will TCS the Soldier to the gaining unit and initiate a CO-ADOS package **as soon as possible or within 90 days from the Soldiers active duty end date.**
- The gaining unit and the servicing G1 must process the CO-ADOS package through NGB-ARH. Orders publication and orders distribution will be coordinated by NGB-ARH through HRC-A. **Failure to process CO-ADOS packets result in ARNG Soldiers retained in theater without proper authority and the Soldier's pay and allowances stop.**



Contingency Active Duty Operational Support Orders (CO-ADOS)

- **ARNG Soldiers who voluntarily request to serve beyond their mobilization may request an extension under the policy guidance for CO-ADOS.**
- **Soldiers transition, without a break in service, from mobilization order to CO-ADOS and do not REFRAD until the end of their extended tour of duty.**
- **Soldiers will not perform operational support duties for more than 1095 days (3 years) within any 1460 day (4 year) period and will not be allowed to serve six or more continuous years of active federal service. The same conditions apply to this process the apply to Slide 14, Bullet 3.**



Release from Active Duty (REFRAD)

- **Demobilization Actions upon REFRAD**
- **Enlistment of Mobilized ARNG Soldiers into the Regular Army**



REFRAD

Early REFRAD: Commanders may request early REFRAD for ARNG Soldiers deemed “No Longer Operationally Required”. The action is processed IAW DA PPG, Chapter 10.

End of Mobilization REFRAD: A request for REFRAD is not required for Soldiers who are within 60-days of completing their mobilization period.

Recommended Solutions:

- 1. Theater unit chain of command notifies NGB-ARH of all Early REFRADS so the Soldier’s home state can be notified.**
- 2. Installation commanders must ensure all demobilization personnel processing actions (including updating of personnel qualification records, DD Form 2648, and DD Form 214) are complete and each Soldier has a copy of their actions.**



Enlistment of Mobilized ARNG Soldiers into the Regular Army

- **Enlisted ARNG Soldiers who have less than 18 years of active service may apply to enlist in the Regular Army anytime within six months of their projected demobilization or REFRAD date.**
- **The State Adjutant General must approve this request prior to the enlistment being processed. HRC-A will coordinate actions through NGB-ARH to ensure the Soldier's home state has been notified and the State Adjutant General approved the request. A copy of the completed enlistment contract will be forwarded to NGB-ARH by the theater reenlistment office.**
- **Total processing time should not exceed 15 days from the Soldier's request for enlistment into the Regular Army.**



Evaluation Reports

Issue: Evaluation Reports (Both Officer and Enlisted) are being lost, misfiled, or not completed for ARNG Soldiers.

Concern: ARNG Soldiers who do not receive required reports could be non-selected or passed over for promotion because of missing critical evaluation reports (evaluations are very important to promotion boards).

Recommended Solution: Complete all evaluation reports before Soldiers redeploy and forward a copy of all completed evaluations for ARNG Soldiers to NGB-ARH.



ARNG Officer Promotions

- **ARNG Officers continue to be considered for promotion under the Unit Vacancy Promotion (UVP) System IAW NGR 600-100 provided the Officer was mobilized or ordered to active duty in a higher graded position.**
- **ARNG Officers not mobilized against a higher graded position can only be promoted, if the Officer was DA select and the State Adjutant General concurred with the promotion. This promotion is without regard to the position they occupy.**
- **ARNG Officers may also be promoted if they have been DA select and are at maximum time in grade without regard to the position they occupy and State Adjutant General approval.**



ARNG Warrant Officer Promotions

- **ARNG Warrant Officers remain eligible for promotion IAW NGR 600-101, while mobilized, provided they occupy a valid warrant officer position.**
- **Warrant Officers promoted to Chief Warrant Officer Five (CW5) must occupy a valid CW5 position.**
- **ARNG Warrant Officers are not considered by DA Mandatory Selection Boards.**
- **Promotion of any ARNG Warrant Officer requires State Adjutant General approval.**



ARNG Enlisted Promotions

- **ARNG Enlisted Soldiers remain eligible for promotion IAW NGR 600-200 and current ARNG policy, while mobilized, provided they occupy a valid position in the mobilized unit at the next higher grade; or the State Adjutant General approves the promotion against a valid position outside the unit within the Soldier's state.**
- **ARNG Enlisted Soldiers promoted to Sergeant Major must enroll in the Sergeants Major Academy prior to the promotion taking effect.**
- **ARNG Enlisted Soldiers promoted while mobilized must be on the State Promotion List.**



SUMMARY

- Theater HR professionals, regardless of component, are charged with personnel actions in support of assigned or attached ARNG Soldiers and units IAW the PPG.
- Everyone should realize ARNG units are heavily cross-leveled and may contain Soldiers from multiple states. Since each State is responsible for the personnel management of their mobilized Soldiers, Theater HR professionals have experienced a multitude of issues in attempting to coordinate personnel actions among 54 States, Territories, and the District of Columbia.

Recommended Solution: Theater HR professionals can more effectively accomplish their ARNG personnel support missions if they coordinate the actions, except awards, through NGB-ARH.

In conjunction with deployed ARNG Liaison Officers, NGB-ARH more efficiently engages the diverse personnel policies of 54 Guard entities. This single Point of Contact process better empowers Theater HR professionals to provide premium HR support to mobilized ARNG war-fighters in their respective deployed commands.



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QUESTIONS